

# SRO Update: Recommendations for New Contract

Monthly Committee of the Whole Meeting  
June 7, 2022

# Board Resolution

...NOW, THEREFORE, BE IT ALSO BE RESOLVED that the School Board directs District administration to launch dialog sessions with high school student groups to discuss issues of equity, race, and power, including a focus on the role of the School Resource Officers.

NOW, THEREFORE, BE IT ALSO BE RESOLVED that the School Board directs District administration to assess the impacted communities' experience of, and perspective on, the SRO program and seriously consider that input for possible structural or contractual changes if future contracts are pursued....

# Action Steps

- SRO Advisory Team created
- Marnita's Table selected to conduct the stakeholder engagement
- A final report provided by Marnita's Table
- Data and results publicly shared [Marnita's Table Website](#)
- Results reviewed by administration and the SRO Advisory Team
- SRO Advisory Team and administration developed recommendations for a possible new contract

# Relationship Building and Engagement

- Meet with student advocacy groups (i.e. Gay Straight Alliance, Black Student Association, and Social Justice Club, etc.) and student leadership groups (i.e. Student Executive Board)
- Increase visibility before and after school and during lunch
- Increase presence/visibility in the student common areas
- Attend site based community outreach activities (i.e. open house, jumpstart, first football game of the season, etc.)
- During new student orientations, SRO's do a presentation on who they are, what they do and what their job is
- Visit elementary students to build a foundation before they attend middle school

# Assessment of SRO Program

- Participate in monthly/quarterly data review at each site and by levels to go through citations being issued
- Collaborate to create a program evaluation tool (rubric) based on the specified contract
- Ensure school administrators are part of personnel evaluations of SRO's

# Professional Development

- Receive training on working in schools and with students
- Receive training on anti bias policing, implicit bias, and cultural competency
- Participate in the same training as teachers/staff (i.e. behavior interventions, trauma informed, implicit bias, and cultural competency etc.)

# Communication and Transparency

- Develop and clarify the process for making a complaint and concern
- Determine process for school administrators and DPD follow to address complaints or concerns
- Publicly share training that is scheduled or completed
- Publicly share discipline and citation data

# Other Contract Related Requests

- Assign SRO's to sites during teacher work days and professional development days
- Consider using SRO vacation days outside of school days or ensure that there is full coverage on days when SRO's are on vacation
- Change contract start date and other dates to follow the school year calendar when staff are on contract
- Consider new contract format that highlights expectations differently



# Non-SRO Contract Related Efforts for the District to Work On

- Partner with St. Louis County to develop or improve diversionary services and supports
- Reestablish data (discipline and citation) review and incident calibration meetings for administrators
- Create school based alternative to suspension and support rooms
- Create an Area Learning Center option for middle school students
- Create an off-site learning option (known as Setting IV) to support students with special education needs
- Expand partnerships with existing or new community organizations
- Explore expansion of the Conflict Resolution Center

# Additional Non-Contract Related Requests from the Advisory Team

- Explore alternatives to full-time SRO's
- Explore reducing the time of SRO's so that the money can be invested elsewhere

# Next Steps

- DPD is drafting a new contract which we should have next week.
- The contract will follow the proper approval process and eventually voted on by the School Board.
- New SRO Website Created [SRO Webpage Preview](#)